## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Department of the Interior (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

|                            |      |        | Cor      | nparati | ve Data | a               |
|----------------------------|------|--------|----------|---------|---------|-----------------|
| Complaint Activity         | Pr   | evious | Fiscal Y | Year Da | ıta     | 2022Thru03-31   |
|                            | 2017 | 2018   | 2019     | 2020    | 2021    | 20221 IIFU05-51 |
| Number of Complaints Filed | 331  | 373    | 306      | 281     | 242     | 138             |
| Number of Complainants     | 317  | 347    | 296      | 260     | 230     | 135             |
| Repeat Filers              | 12   | 25     | 10       | 21      | 12      | 3               |

| Complaints by Posis   |      |        | Com      | parativ | e Data | 1                 |
|---|------|--------|----------|---------|--------|-------------------|
| Complaints by Basis   | Pro  | evious | Fiscal Y | Year D  | ata    |                   |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2017 | 2018   | 2019     | 2020    | 2021   | 2022Thru03-<br>31 |
| Race  | 101  | 117    | 83       | 74      | 85     | 27                |
| Color   | 41   | 39     | 31       | 27      | 21     | 12                |
| Religion  | 13   | 20     | 9        | 10      | 12     | 17                |
| Reprisal  | 172  | 211    | 169      | 150     | 153    | 58                |
| Sex   | 139  | 141    | 114      | 108     | 97     | 38                |
| PDA   | 3    | 1      | 2        | 3       | 2      | 0                 |

| National Origin   | 42   | 53     | 34       | 14      | 36      | 12                |
|---|------|--------|----------|---------|---------|-------------------|
| Equal Pay Act   | 2    | 1      | 1        | 1       | 2       | 1                 |
| Age   | 116  | 115    | 115      | 102     | 77      | 43                |
| Disability  | 106  | 122    | 89       | 104     | 77      | 44                |
| Genetics  | 1    | 2      | 2        | 1       | 0       | 1                 |
| Non-EEO   | 12   | 20     | 16       | 16      | 8       | 3                 |
|   |      |        | Com      | parativ | ve Data | 1                 |
| Complaints by Issue   | Pr   | evious | Fiscal ` | Year D  | ata     |                   |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2017 | 2018   | 2019     | 2020    | 2021    | 2022Thru03-<br>31 |
| Appointment/Hire  | 32   | 32     | 31       | 34      | 40      | 14                |
| Assignment of Duties  | 37   | 45     | 43       | 24      | 29      | 13                |
| Awards  | 9    | 5      | 7        | 3       | 5       | 1                 |
| Conversion to Full Time/Perm<br>Status  | 1    | 0      | 0        | 0       | 0       | 0                 |
| Disciplinary Action   |      |        |          |         |         |                   |
| Demotion  | 1    | 0      | 1        | 0       | 1       | 1                 |
| Reprimand   | 18   | 15     | 10       | 13      | 14      | 5                 |
| Suspension  | 21   | 15     | 13       | 16      | 16      | 6                 |
| Removal   | 8    | 17     | 14       | 21      | 5       | 2                 |
| Other   | 0    | 0      | 0        | 0       | 0       | 2                 |
| Duty Hours  | 8    | 2      | 5        | 6       | 6       | 4                 |
| Perf. Eval./ Appraisal  | 43   | 37     | 33       | 32      | 31      | 16                |
| Examination/Test  | 2    | 2      | 0        | 0       | 5       | 1                 |
| Harassment  |      |        |          |         |         |                   |
| Non-Sexual  | 159  | 190    | 166      | 127     | 115     | 65                |

| Sexual                                 | 12 | 12 | 8  | 8  | 4  | 2  |
|--|----|----|----|----|----|----|
| Medical Examination                    | 3  | 1  | 1  | 2  | 0  | 2  |
| Pay including overtime                 | 10 | 2  | 7  | 4  | 12 | 4  |
| Promotion/Non-Selection                | 40 | 55 | 27 | 38 | 27 | 16 |
| Reassignment                           |    |    |    |    |    |    |
| Denied                                 | 0  | 1  | 1  | 4  | 1  | 1  |
| Directed                               | 11 | 14 | 14 | 11 | 9  | 0  |
| Reasonable Accommodation<br>Disability | 27 | 43 | 22 | 40 | 26 | 17 |
| Reinstatement                          | 0  | 0  | 0  | 0  | 0  | 0  |
| Religious Accommodation                | 1  | 0  | 0  | 0  | 0  | 13 |
| Retirement                             | 3  | 2  | 3  | 4  | 4  | 1  |
| Sex-Stereotyping                       | 0  | 2  | 0  | 0  | 1  | 0  |
| Telework                               | 5  | 14 | 7  | 4  | 3  | 6  |
| Termination                            | 29 | 31 | 20 | 25 | 23 | 11 |
| Terms/Conditions of Employment         | 61 | 53 | 41 | 43 | 37 | 19 |
| Time and Attendance                    | 18 | 16 | 17 | 21 | 12 | 5  |
| Training                               | 9  | 14 | 13 | 13 | 7  | 2  |
| Other                                  |    |    |    |    |    |    |
| User Defined - Other 1                 | 0  | 0  | 0  | 0  | 0  | 0  |
| User Defined - Other 2                 | 0  | 0  | 0  | 0  | 0  | 0  |
| User Defined - Other 3                 | 0  | 0  | 0  | 0  | 0  | 0  |
| User Defined - Other 4                 | 0  | 0  | 0  | 0  | 0  | 0  |

|  |                  |          | Comp      | parative 1 | Data    |             |
|--|------------------|----------|-----------|------------|---------|-------------|
| <b>Processing Time</b>                           |                  | Previous | Fiscal Y  | ear Data   | ı       | 2022Thru03- |
|  | 2017             | 2018     | 2019      | 2020       | 2021    | 31          |
| Complaints pending during                        | g fiscal yo      | ear      |           |            |         |             |
| Average number of days in investigation          | 193.45           | 187.26   | 209.66    | 187.27     | 258.15  | 207.36      |
| Average number of days in final action           | 50.51            | 52.68    | 55.45     | 113.08     | 106.68  | 55.60       |
| Complaint pending during                         | fiscal year      | ar where | hearing v | vas reque  | sted    |             |
| Average number of days in investigation          | 199.98           | 192.75   | 214.06    | 189.68     | 258.04  | 204.19      |
| Average number of days in final action           | 44.09            | 34.56    | 40.58     | 73.41      | 65.54   | 42.51       |
| Complaint pending during                         | fiscal year      | ar where | hearing v | vas not re | quested |             |
| Average number of days in investigation          | 183.72           | 184.16   | 206.26    | 182.18     | 251.21  | 206.00      |
| Average number of days in final action           | 56.29            | 69.12    | 73.71     | 157.66     | 155.42  | 71.26       |
|  |                  |          | Comp      | oarative 1 | Data    |             |
| Complaints Dismissed by Agency                   | ]                | Previous | Fiscal Y  | ear Data   | ı       | 2022Thru03- |
|  | 2017             | 2018     | 2019      | 2020       | 2021    | 31          |
| Total Complaints Dismissed by Agency             | 42               | 23       | 33        | 27         | 22      | 11          |
| Average days pending prior to dismissal          | 152.81           | 146.35   | 209.73    | 175.81     | 178.18  | 102.82      |
| Con  | plaints <b>V</b> | Withdrav | vn by Co  | mplaina    | nts     |             |
| Total Complaints<br>Withdrawn by<br>Complainants | 14               | 28       | 15        | 19         | 22      | 10          |

|   |                           |      |     |    |            |      | Co     | mpa | arativ | e Da | ta      |      |         |
|---|---------------------------|------|-----|----|------------|------|--------|-----|--------|------|---------|------|---------|
| Total Final Agency  |                           |      |     | Pr | eviou      | ıs F | 'iscal | Ye  | ar D   | ata  |         | 2022 | Thru03- |
| Actions Finding Discrimination  |                           | 20   | )17 | ,  | 2018       | 1    | 2019   |     | 2020   | 20   | )21     |      | 31      |
|   |                           | #    | %   | #  | # <b>%</b> | #    | %      | , 7 | # %    | #    | %       | #    | %       |
| Total Number Findings   |                           | 6    |     | 2  | 2          | 4    |        | 1   | 8      | 26   |         | 3    |         |
| Without Hearing   |                           | 3    | 50  | 1  | 50         | 0    | 0      |     | 5 63   | 21   | 81      | 1    | 33      |
| With Hearing  |                           | 3    | 50  | 1  | 50         | 4    | 10     | 0 3 | 3 38   | 5    | 19      | 2    | 67      |
| Findings of   |                           |      |     |    |            | (    | Com    | par | ative  | Data | ì       |      |         |
| Discrimination<br>Rendered by Basis   | Previous Fiscal Year Data |      |     |    |            |      |        |     |        | 2022 | Thru03- |      |         |
| Note: Complaints can  | 2                         | 2017 |     |    | 018        | 20   | )19    | 2   | 020    | 20   | )21     |      | 31      |
| be filed alleging<br>multiple bases. The sum<br>of the bases may not<br>equal total complaints<br>and findings. | #                         | 9/   | o   | #  | %          | #    | %      | #   | %      | #    | %       | #    | %       |
| Total Number<br>Findings  | 6                         |      |     | 2  |            | 4    |        | 8   |        | 26   |         | 3    |         |
| Race  | 2                         | 3.   | 3   | 1  | 50         | 0    | 0      | 1   | 13     | 8    | 31      | 1    | 33      |
| Color   | 1                         | 1    | 7   | 1  | 50         | 0    | 0      | 1   | 13     | 4    | 15      | 0    | 0       |
| Religion  | 0                         | C    | )   | 0  | 0          | 0    | 0      | 0   | 0      | 1    | 4       | 0    | 0       |
| Reprisal  | 3                         | 50   | 0   | 2  | 100        | 3    | 75     | 5   | 63     | 20   | 77      | 1    | 33      |
| Sex   | 3                         | 50   | 0   | 1  | 50         | 2    | 50     | 2   | 25     | 12   | 46      | 0    | 0       |
| PDA   | 0                         | C    | )   | 0  | 0          | 0    | 0      | 0   | 0      | 0    | 0       | 0    | 0       |
| National Origin   | 0                         | 0    | )   | 1  | 50         | 0    | 0      | 1   | 13     | 2    | 8       | 1    | 33      |
| Equal Pay Act   | 0                         | C    | )   | 0  | 0          | 0    | 0      | 0   | 0      | 0    | 0       | 0    | 0       |
| Age   | 2                         | 3:   | 3   | 1  | 50         | 2    | 50     | 3   | 38     | 4    | 15      | 0    | 0       |
| Disability  | 4                         | 6'   | 7   | 0  | 0          | 0    | 0      | 4   | 50     | 8    | 31      | 1    | 33      |
| Genetics  | 0                         | C    | )   | 0  | 0          | 0    | 0      | 0   | 0      | 0    | 0       | 0    | 0       |
| Non-EEO   | 0                         | C    | )   | 0  | 0          | 0    | 0      | 0   | 0      | 0    | 0       | 0    | 0       |

| Findings After<br>Hearing   | 3 |     | 1 |     | 4 |    | 3 |     | 5  |     | 2 |    |
|-----------------------------|---|-----|---|-----|---|----|---|-----|----|-----|---|----|
| Race                        | 1 | 33  | 1 | 100 | 0 | 0  | 0 | 0   | 4  | 80  | 1 | 50 |
| Color                       | 0 | 0   | 1 | 100 | 0 | 0  | 0 | 0   | 1  | 20  | 0 | 0  |
| Religion                    | 0 | 0   | 0 | 0   | 0 | 0  | 0 | 0   | 0  | 0   | 0 | 0  |
| Reprisal                    | 2 | 67  | 1 | 100 | 3 | 75 | 1 | 33  | 5  | 100 | 1 | 50 |
| Sex                         | 2 | 67  | 1 | 100 | 2 | 50 | 1 | 33  | 2  | 40  | 0 | 0  |
| PDA                         | 0 | 0   | 0 | 0   | 0 | 0  | 0 | 0   | 0  | 0   | 0 | 0  |
| National Origin             | 0 | 0   | 1 | 100 | 0 | 0  | 0 | 0   | 1  | 20  | 1 | 50 |
| Equal Pay Act               | 0 | 0   | 0 | 0   | 0 | 0  | 0 | 0   | 0  | 0   | 0 | 0  |
| Age                         | 1 | 33  | 1 | 100 | 2 | 50 | 2 | 67  | 0  | 0   | 0 | 0  |
| Disability                  | 3 | 100 | 0 | 0   | 0 | 0  | 3 | 100 | 3  | 60  | 0 | 0  |
| Genetics                    | 0 | 0   | 0 | 0   | 0 | 0  | 0 | 0   | 0  | 0   | 0 | 0  |
| Non-EEO                     | 0 | 0   | 0 | 0   | 0 | 0  | 0 | 0   | 0  | 0   | 0 | 0  |
|                             |   |     |   |     |   | '  |   |     |    |     |   |    |
| Findings Without<br>Hearing | 3 |     | 1 |     | 0 |    | 5 |     | 21 |     | 1 |    |
| Race                        | 1 | 33  | 0 | 0   | 0 | 0  | 1 | 20  | 4  | 19  | 0 | 0  |
| Color                       | 1 | 33  | 0 | 0   | 0 | 0  | 1 | 20  | 3  | 14  | 0 | 0  |
| Religion                    | 0 | 0   | 0 | 0   | 0 | 0  | 0 | 0   | 1  | 5   | 0 | 0  |
| Reprisal                    | 1 | 33  | 1 | 100 | 0 | 0  | 4 | 80  | 15 | 71  | 0 | 0  |
| Sex                         | 1 | 33  | 0 | 0   | 0 | 0  | 1 | 20  | 10 | 48  | 0 | 0  |
| PDA                         | 0 | 0   | 0 | 0   | 0 | 0  | 0 | 0   | 0  | 0   | 0 | 0  |
| National Origin             | 0 | 0   | 0 | 0   | 0 | 0  | 1 | 20  | 1  | 5   | 0 | 0  |
| Equal Pay Act               | 0 | 0   | 0 | 0   | 0 | 0  | 0 | 0   | 0  | 0   | 0 | 0  |
| Age                         | 1 | 33  | 0 | 0   | 0 | 0  | 1 | 20  | 4  | 19  | 0 | 0  |

| Disability                             | 1  | 3. | 3 ( | )   | 0    | 0    | (  | $\circ$ | 1    | 20     | 5     | 24 | 1    | 100     |  |
|--|----|----|-----|-----|------|------|----|---------|------|--------|-------|----|------|---------|--|
| Genetics                               | 0  | C  | ) ( | )   | 0    | 0    | (  | $\circ$ | 0    | 0      | 0     | 0  | 0    | 0       |  |
| Non-EEO                                | 0  | C  | ) ( | )   | 0    | 0    | (  | 0       | 0    | 0      | 0     | 0  | 0    | 0       |  |
|  |    |    |     |     |      |      | (  | Com     | ıpaı | rative | e Dat | ta |      |         |  |
| Findings of Discrimination Rendere     | A. |    |     | Pre | viou | ıs F | is | cal `   | Yea  | r Da   | ta    |    | 2022 | Thru03- |  |
| by Issue                               | u  | 20 | )17 | 2   | 018  |      | 20 | 19      | 2    | 020    | 20    | 21 | 31   |         |  |
|  |    | #  | %   | #   | %    |      | #  | %       | #    | %      | #     | %  | #    | %       |  |
| <b>Total Number Findings</b>           |    | 6  |     | 2   |      |      | 4  |         | 8    |        | 26    |    | 3    |         |  |
| Appointment/Hire                       |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 3    | 38     | 3     | 12 | 0    | 0       |  |
| Assignment of Duties                   |    | 1  | 17  | 0   | 0    |      | 3  | 75      | 2    | 25     | 8     | 31 | 0    | 0       |  |
| Awards                                 |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 0     | 0  | 0    | 0       |  |
| Conversion to Full<br>Time/Perm Status |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 0     | 0  | 0    | 0       |  |
| Disciplinary Action                    |    |    |     |     |      |      |    |         |      |        |       |    |      |         |  |
| Demotion                               |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 0     | 0  | 0    | 0       |  |
| Reprimand                              |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 2     | 8  | 0    | 0       |  |
| Suspension                             |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 0     | 0  | 0    | 0       |  |
| Removal                                |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 1     | 4  | 0    | 0       |  |
| Other                                  |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 0     | 0  | 0    | 0       |  |
| Duty Hours                             |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 0     | 0  | 0    | 0       |  |
| Perf. Eval./ Appraisal                 |    | 0  | 0   | 0   | 0    |      | 1  | 25      | 0    | 0      | 3     | 12 | 1    | 33      |  |
| Examination/Test                       |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 0     | 0  | 0    | 0       |  |
| Harassment                             |    |    |     |     |      |      |    |         |      |        |       |    |      |         |  |
| Non-Sexual                             |    | 2  | 33  | 0   | 0    |      | 1  | 25      | 1    | 13     | 15    | 58 | 1    | 33      |  |
| Sexual                                 |    | 0  | 0   | 1   | 50   |      | 2  | 50      | 0    | 0      | 2     | 8  | 0    | 0       |  |
| Medical Examination                    |    | 0  | 0   | 0   | 0    |      | 0  | 0       | 0    | 0      | 0     | 0  | 0    | 0       |  |

| Pay including overtime                 | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
|--|---|----|---|----|---|----|---|----|----|----|---|----|
| Promotion/Non-Selection                | 1 | 17 | 1 | 50 | 0 | 0  | 1 | 13 | 2  | 8  | 0 | 0  |
| Reassignment                           |   |    |   |    |   |    |   |    |    |    |   |    |
| Denied                                 | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Directed                               | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Reasonable<br>Accommodation Disability | 0 | 0  | 0 | 0  | 0 | 0  | 1 | 13 | 7  | 27 | 1 | 33 |
| Reinstatement                          | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Religious Accommodation                | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Retirement                             | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Sex-Stereotyping                       | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Telework                               | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 3  | 12 | 0 | 0  |
| Termination                            | 0 | 0  | 0 | 0  | 1 | 25 | 1 | 13 | 0  | 0  | 0 | 0  |
| Terms/Conditions of Employment         | 1 | 17 | 0 | 0  | 1 | 25 | 0 | 0  | 11 | 42 | 0 | 0  |
| Time and Attendance                    | 3 | 50 | 0 | 0  | 1 | 25 | 0 | 0  | 3  | 12 | 0 | 0  |
| Training                               | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 1  | 4  | 0 | 0  |
| Other - User Define                    |   |    |   |    |   |    |   |    |    |    | - |    |
| User Defined - Other 1                 | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| User Defined - Other 2                 | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| User Defined - Other 3                 | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| User Defined - Other 4                 | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
|  |   | '  |   |    |   |    |   |    |    |    |   |    |
| Findings After Hearing                 | 3 |    | 1 |    | 4 |    | 3 |    | 5  |    | 2 |    |
| Appointment/Hire                       | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 1  | 20 | 0 | 0  |
| Assignment of Duties                   | 1 | 33 | 0 | 0  | 3 | 75 | 1 | 33 | 4  | 80 | 0 | 0  |
| Awards                                 | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |

|  | Т |    |   |     |   |    |   |    |   |    |   |    |
|--|---|----|---|-----|---|----|---|----|---|----|---|----|
| Conversion to Full<br>Time/Perm Status | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Disciplinary Action                    |   |    |   |     |   |    |   |    |   |    |   |    |
| Demotion                               | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Reprimand                              | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 1 | 20 | 0 | 0  |
| Suspension                             | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Removal                                | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 1 | 20 | 0 | 0  |
| Other                                  | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Duty Hours                             | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Perf. Eval./ Appraisal                 | 0 | 0  | 0 | 0   | 1 | 25 | 0 | 0  | 3 | 60 | 1 | 50 |
| Examination/Test                       | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Harassment                             |   |    |   |     |   |    |   |    |   |    |   |    |
| Non-Sexual                             | 1 | 33 | 0 | 0   | 1 | 25 | 1 | 33 | 4 | 80 | 1 | 50 |
| Sexual                                 | 0 | 0  | 0 | 0   | 2 | 50 | 0 | 0  | 0 | 0  | 0 | 0  |
| Medical Examination                    | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Pay including overtime                 | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Promotion/Non-Selection                | 0 | 0  | 1 | 100 | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Reassignment                           |   |    |   |     | ' |    | ' |    |   |    |   |    |
| Denied                                 | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Directed                               | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Reasonable<br>Accommodation Disability | 0 | 0  | 0 | 0   | 0 | 0  | 1 | 33 | 2 | 40 | 0 | 0  |
| Reinstatement                          | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Religious Accommodation                | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Retirement                             | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Sex-Stereotyping                       | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  |
| Telework                               | 0 | 0  | 0 | 0   | 0 | 0  | 0 | 0  | 1 | 20 | 0 | 0  |

| Termination                            | 0 | 0  | 0 | 0 | 1 | 25 | 1 | 33 | 0  | 0  | 0 | 0 |
|--|---|----|---|---|---|----|---|----|----|----|---|---|
| Terms/Conditions of Employment         | 1 | 33 | 0 | 0 | 1 | 25 | 0 | 0  | 4  | 80 | 0 | 0 |
| Time and Attendance                    | 2 | 67 | 0 | 0 | 1 | 25 | 0 | 0  | 3  | 60 | 0 | 0 |
| Training                               | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| Other - User Define                    |   |    |   |   |   |    |   |    |    |    |   |   |
| User Defined - Other 1                 | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| User Defined - Other 2                 | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| User Defined - Other 3                 | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| User Defined - Other 4                 | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
|  |   |    |   |   |   |    |   |    |    |    |   |   |
| Findings Without<br>Hearing            | 3 |    | 1 |   | 0 |    | 5 |    | 21 |    | 1 |   |
| Appointment/Hire                       | 0 | 0  | 0 | 0 | 0 | 0  | 3 | 60 | 2  | 10 | 0 | 0 |
| Assignment of Duties                   | 0 | 0  | 0 | 0 | 0 | 0  | 1 | 20 | 4  | 19 | 0 | 0 |
| Awards                                 | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| Conversion to Full<br>Time/Perm Status | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| Disciplinary Action                    |   |    |   |   |   |    |   |    |    |    |   |   |
| Demotion                               | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| Reprimand                              | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 1  | 5  | 0 | 0 |
| Suspension                             | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| Removal                                | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| Other                                  | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| Duty Hours                             | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| Perf. Eval./ Appraisal                 | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |
| Examination/Test                       | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0 |

| Harassment                             |   |    |   |     |   |   |   |    |    |    |   |     |
|--|---|----|---|-----|---|---|---|----|----|----|---|-----|
| Non-Sexual                             | 1 | 33 | 0 | 0   | 0 | 0 | 0 | 0  | 11 | 52 | 0 | 0   |
| Sexual                                 | 0 | 0  | 1 | 100 | 0 | 0 | 0 | 0  | 2  | 10 | 0 | 0   |
| Medical Examination                    | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Pay including overtime                 | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Promotion/Non-Selection                | 1 | 33 | 0 | 0   | 0 | 0 | 1 | 20 | 2  | 10 | 0 | 0   |
| Reassignment                           |   |    |   |     |   |   |   |    |    |    |   |     |
| Denied                                 | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Directed                               | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Reasonable<br>Accommodation Disability | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 5  | 24 | 1 | 100 |
| Reinstatement                          | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Religious Accommodation                | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Retirement                             | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Sex-Stereotyping                       | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Telework                               | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 2  | 10 | 0 | 0   |
| Termination                            | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Terms/Conditions of<br>Employment      | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 7  | 33 | 0 | 0   |
| Time and Attendance                    | 1 | 33 | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| Training                               | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 1  | 5  | 0 | 0   |
| Other - User Define                    |   |    |   |     |   |   |   |    |    |    |   |     |
| User Defined - Other 1                 | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| User Defined - Other 2                 | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| User Defined - Other 3                 | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |
| User Defined - Other 4                 | 0 | 0  | 0 | 0   | 0 | 0 | 0 | 0  | 0  | 0  | 0 | 0   |

| Pending Complaints Filed in<br>Previous Fiscal Years by Status            | Comparative Data          |      |      |      |      |             |
|---|---------------------------|------|------|------|------|-------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2022Thru03- |
|   | 2017                      | 2018 | 2019 | 2020 | 2021 | 31          |
| Total complaints from previous<br>Fiscal Years                            | 278                       | 277  | 279  | 268  | 194  | 245         |
| Total Complainants  | 254                       | 250  | 253  | 251  | 179  | 226         |
| Number complaints pending   |                           |      |      |      |      |             |
| Investigation   | 10                        | 2    | 3    | 2    | 0    | 13          |
| ROI issued, pending<br>Complainant's action                               | 0                         | 0    | 2    | 0    | 0    | 5           |
| Hearing   | 266                       | 269  | 255  | 223  | 183  | 212         |
| Final Agency Action   | 8                         | 5    | 15   | 41   | 9    | 13          |
| Appeal with EEOC Office of Federal Operations                             | 63                        | 56   | 47   | 58   | 78   | 65          |
| Complaint Investigations  | Comparative Data          |      |      |      |      |             |
|   | Previous Fiscal Year Data |      |      |      |      | 2022Thru03- |
|   | 2017                      | 2018 | 2019 | 2020 | 2021 | 31          |
| Pending Complaints Where<br>Investigations Exceed Required<br>Time Frames | 23                        | 11   | 3    | 0    | 10   | 4           |